

25 November 2020, 15:00 - 16:30 CET
Virtual meeting

MINUTES

Attendees Marco de Niet (MdN, Chair), Georgia Angelaki (GA), Fred Truyen (FT), Susan Hazan (SH), Stephan Bartholmei (SB), Sara Di Giorgio (SdG), Harry Verwayen (HV), Albert Verhaar (AV), Zuzana Malicherova (ZM), Julia Fallon (JF)

Apologies Rob Davies (RD)

Actions

- **Action 2020 recurring: ZM - to share the minutes of the previous and this MB meeting with the MC and on Pro, and update the list of actions on Basecamp.**
- **Action 2020-52: SH & RD - to revise and finalise the ENA position paper following the meeting with EF staff active in the area of I&D.**
- **Action 2020-53: MdN & ZM - to do the final revision of the MC meeting agenda.**
- **Action 2020-54: FT/AV - to consider creating a separate spreadsheet for each community's allocated budget with a more detailed overview of commitments and spent money based on submitted work plans.**
- **Action 2020-55: ZM - to inform the Education Community SG and TF chair about the TF approval.**

1. Approval of minutes and pending actions from 21 October 2020

The minutes of the last meeting were approved. All the action points from the previous meeting were completed except for the action points related to the upcoming MC meeting; the rest is ongoing.

2. Reflection on the GA and Europeana 2020

The Board found the 2020 GA meeting excellently organised and conducted and has seen very positive responses from attendees. For next year's meeting, SB suggested to actively involve community representatives, maybe in the form of video updates, in which case the meeting needs to be an hour long.

The overall conference was also very well organised, with very informative and interesting sessions, and many young participants. 1387 people registered on [Eventbrite](#) and 1648 registered on Sched, and around 900 people have actively attended one or more sessions every day. The online traffic and Twitter stream and trending in the Netherlands prior, during and after the conference was impressive, which shows that the programme was well conceived. The

conference moderator, Prasanna Oommen, was also very professional. The lesson learnt for next time is to consider a more balanced way to manage sensitive conversations and balance emotions, and to create a safe space for multiple voices to be heard, especially in an online environment. These discussions are and will keep happening also in the individual CHIs.

- *Draft plan of approach on I&D*

The present members concluded that the goal is to find a way to move forward as a network, and to figure out the scope of work around this complex topic. HV explained that he knew Jitske Kramer's style and that her speech could spark some sensitivities, but despite having some people flagging in advance that this speaker could be problematic, he thought he addressed that by giving the speaker a balanced context. The focus of her keynote was supposed to be on leadership and communities. HV invited Jeftha, who has expertise and credibility in this area, as well as Prasanna to balance out the discussion in a credible and professional way as part of the overall package. There was a process behind organising this session - all of them were properly informed about each other's background and content of presentation in advance.

As a follow up to the incident, the EF has had an all staff meeting addressing how people have felt and what they had to say about it. The MC has also taken initiative to informally meet up to reflect on this issue. It turned out that many people didn't fully understand what the actual problem was, and not everyone shared the same feeling about it. In order to make sure that people understand it better, it would be useful to invite experts who can properly explain the issue and possibly set up webinars with them. SB raised a problem with the impression of some Europeana partners and network members feeling that the decision making processes at the EF take place in small groups behind the scenes, and complain about the lack of transparency, which is something to keep in mind.

It was one of the first times that a sensitive political topic generated such a heated discussion in the Europeana forum. Keynote Kevin Kelly's presentation was also political, for that reason HV invited Marleen Stikker to present a different perspective - the intention was to offer a platform and give space for relevant societal discussions such as I&D, climate change, AI etc. where different opinions are combined. Europeana has been providing a very open platform for discussion, but the Board found it important to understand where lines should be drawn, as there are many prominent societal divides, biases and stakeholders. Regarding the future discussions around the I&D, in the Netherlands, a [specific code](#) was developed that could be very useful for Europeana to use as well.

HV presented a proposal for a common Europeana approach for increasing I&D with various components and an example pathway. Following exploratory talks on identifying stakeholders and desirable actions, concrete activities can be carried out. It is important to keep the momentum but also to fully understand the context. The Board agreed with this process and generally supported it as the way forward and expressed willingness to think together with the EF about next steps.

In preparation for the upcoming MC meeting as well as future webinars/workshops addressing this kind of sensitive issues, HV suggested the use of design principles for a joint up workshop that JF developed and has already had a positive experience with at the EF level, referred to as "[Lean coffee guide](#)".

3. Position paper on inclusivity and diversity

The position paper presents a general ENA policy outline on I&D. It has emerged from a request by MdN to RD with an intention to be put to the MC for discussion and approval, and will in turn set the scene for a proposal on the ENA Membership WG. The WG could be established following the MC meeting with a pool of 'volunteers' recruited to draw up the proposal, with further acceptance by the MC at their meeting in spring. The scope of the WG/community still needs to be determined. The recommendations of the New Professionals TF will be helpful to scope out the focus of the discussion and set priorities.

The Board felt that the current text of the position paper was too focused on a specific element of I&D, i.e. the effects of the colonial past. There are some paragraphs with a more generic scope, but the overall focus was considered too narrow. So an introduction, setting the wider scene, was considered helpful. It should be intended as a starting point of discussion, by adding an introduction that can provide more contextual information on focus of this work together with wider goals (e.g. including revision of the ENA CoC). A brief explanation of what the core problem of the discussion is (referring to the conference) could also be added. The board concluded that there were two key topics to be addressed by the ENA:

- 1) I&D that immediately relates to the collections and institutions that curate historical collections
- 2) I&D as an element of the community culture, reflected (or not yet properly) in the CoC

Regarding the collections, Europeana can help with addressing issues of promoting I&D topics in digital exhibitions and promote proper use of non-offensive language. ENA could also eventually develop partnerships with international organizations that have been active in this area.

Beside this position paper, the MC initiated a call for reflection as its own statement to the ENA by promoting the need to reflect on the specific issues emerging from the Europeana2020 conference. In its current form of a draft statement, it is still open to discussion, and therefore should be brought up at the MC meeting.

→ **Action 2020-52:** SH & RD - to revise and finalise the ENA position paper following the meeting with EF staff active in the area of I&D.

4. Final review of MC meeting [agenda](#)

Present members reviewed and finalized the agenda for the MC meeting on 3-4 December. The focus of the first day will be on the I&D discussion. The digital transformation session will be led by Nicole and Sebastiaan in the form of an empathy map exercise with an aim to gather feedback on sense making reports in a consistent way from the ENA, EAF and within the EF. This feedback will help the EF team assess priorities and common grounds of all the stakeholders and scope out the capacity building framework. The community session might need to take place on the first day to allow for a more balanced distribution of space for discussions.

→ **Action 2020-53:** MdN & ZM - to do the final revision of the MC meeting agenda.

→ **Action 2020-54:** FT/AV - to consider creating a separate spreadsheet for each community's allocated budget with a more detailed overview of commitments and spent money based on submitted work plans.

5. ENA Communities

- Approval: TF proposal Audiovisual Material in Europeana Classroom

The Board discussed and approved the new Education community task force proposal. There should be a transfer of knowledge between this TF and the Audiovisual Payout TF.

→ **Action 2020-55:** ZM - to inform the Education Community SG and TF chair about the TF approval.

6. Recurrent agenda items

- Update on relation with EF and EAF (postponed)

7. AOB

- Discussion: MC election 2020 results & MB election preparations

SH prepared a presentation of the nine newly elected Councillors. The biggest issue was a low turnout (36% compared to 40% in 2018). Geographic bias remains a problem as well - SB suggested to pay special attention to this next year and try new ways of inviting members from underrepresented countries and regions, and possibly pay for their meeting attendance. The ENA should also try to address multilinguality. The Statutes could be revised by including a condition of having a certain number of seats reserved for Councillors under the age of 30 or coming from certain regions.

At their next meeting, the Councillors will be asked to come forward to fill two open seats on the MB. The deadline for application can be 9 January 2021.

- Farewell to SB

The Board said goodbye to SB, who due to his new job would not be able to attend the remaining Board meetings within his term. The members thanked him for all his valuable contributions over the past years, especially in the ENA governance, wished him success and expressed hope to see him remain an active member of communities, TFs and WGs.